

District of Columbia
DEPARTMENT OF EMPLOYMENT SERVICES

WORKFORCE PY 2016-2017
INFORMATION GRANT

ANNUAL PERFORMANCE REPORT

District of Columbia

ANNUAL PERFORMANCE REPORT • WORKFORCE INFORMATION GRANT

Program Year 2016

The District of Columbia (District) respectfully submits its Annual Performance Report for the Workforce Information Grant (WIG) for Program Year (PY) 2016, which began July 1, 2016, and ended June 30, 2017, as required by the Employment and Training Administration (ETA) of the U.S. Department of Labor. In the District's PY 2017 Plan of Work, the Office of Labor Market Research and Information (OLMRI) established the following deliverables:

1. Continue to populate the Workforce Information Database with state and local data.
2. Produce and disseminate industry and occupational employment projections.
3. Conduct and publish relevant economic analyses, special workforce information, or economic studies determined to be of benefit to the District's workforce development system. Some of these publications can serve as substitutes for the annual economic analysis report.

Utilizing WIG funds, OLMRI develops and disseminates labor market data and workforce products, analysis, and related resources that help the office's stakeholders and customers understand, engage, and participate in the labor market at varying levels.

I. Workforce Information Database (WIDb)

The Workforce Information Database (WIDb) is a data storage system used as a source to populate and access labor market data, workforce information, and related products. In PY14, the District began to employ the services of Geographic Solutions, Inc., through its DC Analyzer module, for maintenance of the District's WIDb. Since March 2013, the District has used version 2.6.1 of the WIDb, as stipulated in ETA guidance. In March of 2014, the District integrated DC Analyzer into its virtual one-stop system (VOS) known as DCNetworks. Job seekers now have a single digital point of access for labor market information as well as an array of employment services.

The Office of Labor Market Research and Information (OLMRI) has now updated core labor market data in the DC Analyzer/DCNetworks system. Data includes resident employment and unemployment rates; non-farm jobs by industry; occupational wages and employment; occupational staffing patterns; industry and occupational projections; educational programs; locations of educational and training institutions; and contact information for local employers.

The web address for the integrated DCNetworks system is: <https://dcnetworks.org/>.

II. Industry and Occupational Employment Projections

In PY 2016, LMRI produced short-term industry and occupational projections for the District of Columbia for the period 2016-2018. The projections were submitted for public dissemination following the procedures established by the Projections Consortium. The projections were also posted on the OLMRI website (<http://does.dc.gov/page/labor-statistics>) and placed in the Workforce Information Database (<https://dcnetworks.org/>).

DISTRICT OF COLUMBIA SHORT-TERM INDUSTRY PROJECTIONS, 2016 - 2018								
								Annual
		Employment		Change			Growth	
INDUSTRY TITLE	2016	2018	Numeric		Percent		Rate (%)	
TOTAL, ALL INDUSTRIES	780,245	803,949	23,704		3.04		1.51	
DISTRICT OF COLUMBIA SHORT-TERM OCCUPATIONAL PROJECTIONS, 2016 - 2018								
		Employment		Change 2015-2017		Average Annual Openings		
SOC code	Occupational Title	2016	2018	Numeric	Percent	Replacement	Growth	Total
00-0000	Total, All Occupations	780,245	803,949	23,704	3.04	16,402	12,088	28,490
DISTRICT OF COLUMBIA SHORT-TERM OCCUPATIONAL PROJECTIONS, 2016 - 2018 (continued from above)								
Median Annual Wage (BLS, 2015)		Education Value		Work Experience		Job Training		
\$67,029								

III. Annual Economic Analysis and Other Reports

In the District's PY 2016 Plan of Work, it is stated that OLMRI will produce a statewide annual economic analysis report for the District of Columbia, as well as conduct and publish relevant economic analyses, special workforce information, or economic studies determined to be of benefit to the District's workforce development system. Most of these publications can be found on the DOES website at <http://does.dc.gov/page/labor-statistics> under the "Publications" section.

The following materials, publications, and presentations were provided by the DOES Office of Labor Market Research and Information in PY 2016:

1. **District of Columbia Annual Economic Analysis:** The District of Columbia's Annual Economic Report provides a detailed analysis of population demographics, labor market, and occupational employment. The report provides an analysis of the District's economic outcomes relative to the nation as a whole. The report provides a snapshot of the decennial population trend in the District, and then a demographic profile of the District's population in terms of its racial, age, and gender composition. Data on educational status and income distribution is also provided. What follows is an analysis of the District's labor market, focusing on three main metrics: unemployment, labor force participation, and employment. OLMRI assesses how these outcomes vary among the District's demographic groups. The report also analyzes the job market, describing the general employment trends and the patterns of employment and wages by major industry sector. OLMRI concludes the report by looking at the District's occupational employment and wages by major occupational groups, and finally drawing out conclusions and implications for policymakers.
2. **District of Columbia Labor Market Indicators:** This is a monthly publication providing the latest labor market data, such as employment, labor force and unemployment rates, unemployment insurance claims filed, and advertised jobs for the District of Columbia. The indicators are posted on the OLMRI

website (at <https://does.dc.gov/page/dc-monthly-labor-market-indicators>).

3. **District of Columbia Unemployment Profiling Model:** OLMRI updated DC unemployment profiling model. OLMRI uses a probabilistic model as recommended by the Department of Labor (DOL), with UI benefit exhaustion as the dependent variable and job tenure, education level, last occupation, residence ward, average weekly benefits amount, and industry of the claimant as independent variables. The model will generate a percentage score for each claimant. These are then ranked, with the highest percentage scores selected for intensive services.
4. **Trust Fund Balance Solvency:** Pursuant to Section 2112 of the Unemployment Benefits Modernization Amendment Act of 2016 (49 Stat. 946; D.C. Official Code § 51-107, the Director of the Department of Employment Services is required to consider increasing the maximum weekly benefit amount under the District of Columbia's unemployment insurance law and make a recommendation to the Mayor by September 30, 2017.

OLMRI assessed for each of the following scenarios the solvency of the District Trust Fund:

- a. Scenario 1 (worst case): Increasing up to \$432 in 2017 and assuming worst economic conditions similar to last recession;
- b. Scenario 2 (normal case): Increasing up to \$432 in 2017 and assuming normal economic conditions (average of last 25 years);
- c. Scenario 3 (best case): Increasing up to \$432 in 2017 and assuming actual economic conditions.

OLMRI concludes that increasing maximum weekly amount up to \$432 will not adversely affect the balance of the District Unemployment Compensation Trust Fund.

5. **District of Columbia High Demand, High Wage Occupations:** The High Demand, High Wage analysis identifies those occupations that are both in demand and offer reasonable wages in the District. For this analysis, the D.C. Department of Employment Services (DOES) Office of Labor Market Research and Information (OLMRI) utilized data made available by the U.S. Bureau of Labor Statistics and other private vendors such as EMSI. The analysis reviews the Top 50 occupations according to the five-variable index employed by OLMRI. Subsequently, the analysis identifies the Top 50 occupations according to the five-variable index that typically require less than a bachelor's degree for entry. In order to compute and order the rankings for each 6-digit Standard Occupational Classification (SOC) Code, OLMRI reviewed the following five variables: annual average job openings and hires in D.C.; projected short term openings for 2016-2018; long term projections openings in D.C. for 2014-2024; and median annual wage in D.C. for 2015. The first two variables capture the actual/real time occupational demand. The next two variables focus on the projected occupational demand. The fifth variable focuses on wages.

IV. Ongoing Reports to be Completed in PY 17

- a. **Impact Analysis of Training Programs:** The State List of Eligible Training Providers (ETP) is managed by the DC Workforce Investment Council (WIC). The WIC, which is responsible for establishing the eligibility and the performance requirements, created an Eligible Training Providers List (ETPL) for the District of Columbia. The ETPL cannot be used for trainings such as on-the-job, customized and cohort-based. Therefore, the District provides complementary training services to unemployment

benefits claimants, which we will refer to as Not Eligible Training Providers (NETP). In analyzing the benefits of the training services not included in the Eligible Training Providers (ETP), it is difficult to measure the success of participants in acquiring employment if they had not used these services. In this instance, the best way to analyze program effectiveness is to compare individuals participating in NETP (treatment group) to a comparison group of individuals that has similar characteristics but did not receive services during a specified period (treatment period).

- b. **Job Vacancy Survey:** In PY 17 DOES will conduct its first Job Vacancy Survey (JVS) in order to find, directly from employers, what occupations are in demand, their characteristics and requirements, and whether they are hard to fill. DOES will survey employers selected at random from DC's Quarterly Census of Employment and Wages (QCEW). Firms will be selected based on a sampling procedure that is stratified by firm size, 20 industrial sectors, and Ward.

V. Customer Consultations

In developing its PY 2016 Plan of Work, OLMRI consulted with and incorporated input from the administrators of the Workforce Innovation and Opportunity Act and Wagner-Peyser programming, the State Workforce Development Board (SWDB), business services managers, and senior agency leadership. In January 2016, DOES conducted a stakeholder survey in order to understand how the agency can better provide assistance and resources more effectively. Overall, respondents indicated they are satisfied with services provided by the OLMRI; their requests were completed in a clear, concise and timely manner. Respondents also indicated that services can be improved by including additional reference materials and explanatory notes explaining the data/information received. Customers also indicated the need to refer them to other agencies with similar or different data and improvement to the agency's website. Finally, OLMRI often received feedback from internal agency partners, sister District entities, community-based non-profits, and the press.

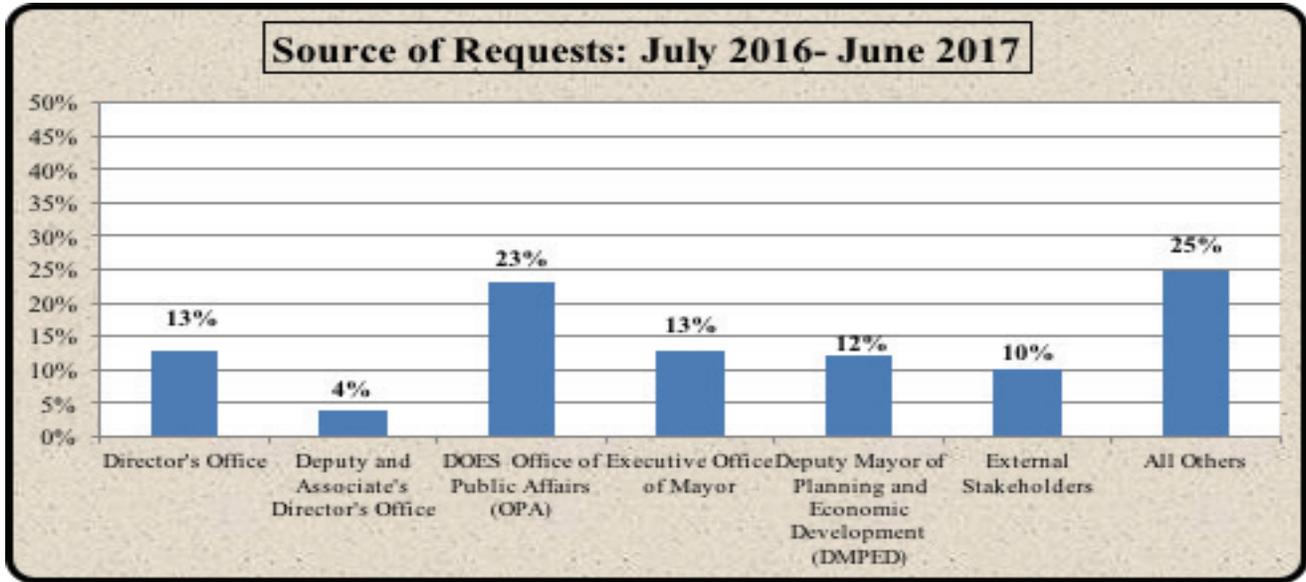
- a. **Activities Undertaken to Meet Customer Needs**
Overall statistics of Labor Market Research and Information (LMRI) Customer Requests

Table 1: Number and Percentage of requests by Month

July 2016 to June 2017			
Period	Number of requests	Percentage of total	Average working days
July -16	1	2%	1.0
August - 16	8	15%	1.5
September - 16	6	12%	1.0
October - 16	5	10%	1.0
November - 16	5	10%	2.2
December - 16	0	0%	0.0
January - 17	9	17%	1.7
February - 17	2	4%	2.5
March - 17	3	6%	1.0
April - 17	2	4%	2.5
May - 17	5	10%	1.4
June -17	6	12%	1.0
Total	52	100%	1.5

Source: Office of Labor Market Research and Information

- Most of the requests were received in January 2017 (17%), August 2016 (15%), September 2016 and June 2017 (12%), totaling 56%;
- The maximum average number of days to respond to a request were in February 2017 and April 2017 (2.5 days);
- Average number of days to respond to a request was approximately 1.5 days.



Source: Office of Labor Market Research and Information

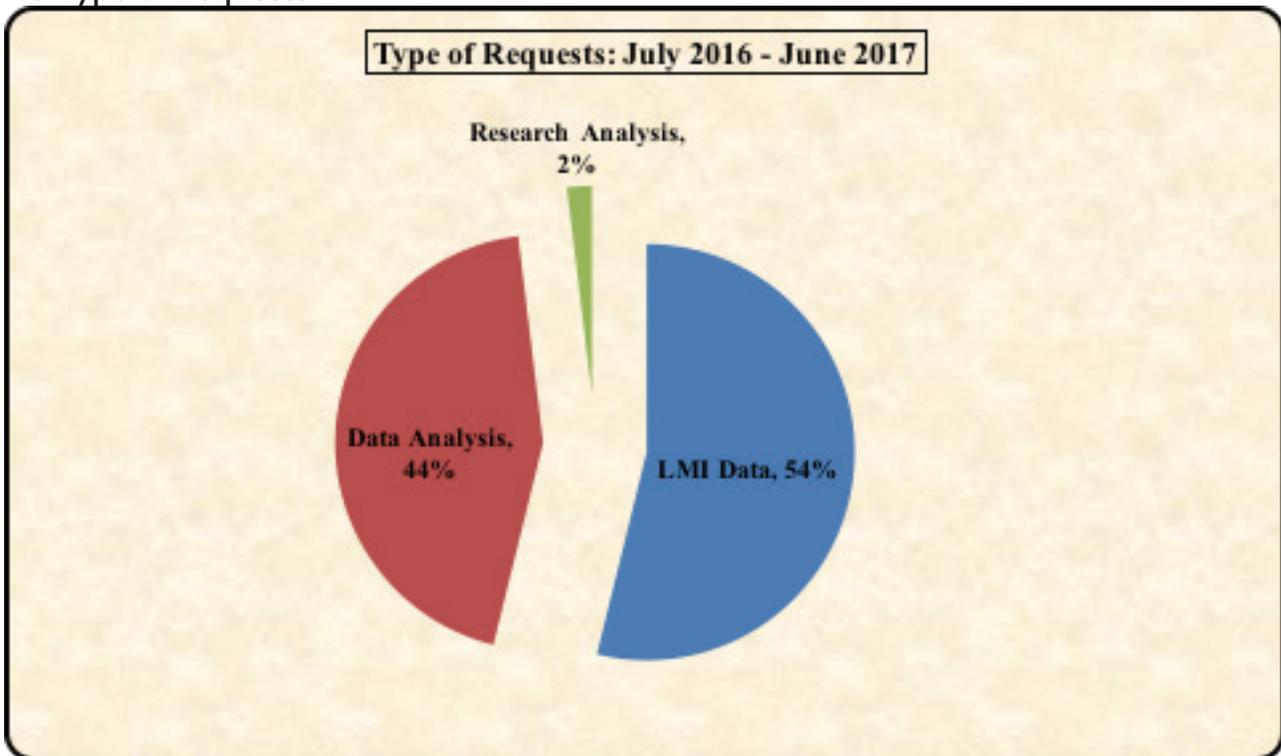
Table 2: Number and Percentage of by Source of Requests

July 2015 to June 2016			
Source	Number of request	Percentage of Subtotal	Percentage of Total
Internal	28	54%	
Director's Office	7	25%	13%
Deputy Director's Office	2	7%	4%
Others Associate Directors	0	0%	0%
Office of Public Affairs (OPA)	12	43%	23%
Others	7	25%	13%
External	24	46%	
Executive Office of Mayor	7	29%	13%
Deputy Mayor of Planning and Economic Development (DMPED)	6	25%	12%
Other Agencies	4	17%	8%
Stakeholders	5	21%	10%
Others	2	8%	4%
Total	52	100%	100%

Source: Office of Labor Market Research and Information

- **46%** of requests have been received from an external stakeholders, and 54% from internal sources (DOES);
- Among the external sources, **29%** are from the Mayor’s Office and 25% are from the Deputy Mayor for Planning and Economic Development;
- Also, among the external sources, **21%** are from nonprofit organizations and research groups (District of Columbia College Access Program, DC Workforce Investment Council, Federal Reserve Bank of Richmond, etc.)
- Finally, **43%** of internal requests are coming from the Office of Public Affairs, followed by **25%** from the Director’s Office.

Graphic: Type of Requests



Source: Office of Labor Market Research and Information

OLMRI has classified the requests in three major categories depending on the required level of effort: **Labor Market Information Data, Data Analysis and Research Analysis.**

- **44%** of requests required some level of data manipulation and/or analysis. This type of request required a combination of two or several data sources and a moderate level of analysis.
- **Examples:** Private payroll in DC, Monthly UI claimants, DC population by ward, and types of employment and demographics by age, gender, race etc.
- **54%** of requests are labor market information data. Most of the data is available on the DOES website (<http://does.dc.gov/page/labor-statistics>).
- **Examples:** DC unemployment rate (monthly); Employment level by ward; Total number of jobs; Industries and Occupational Projections Data; Occupational Projections by education level; Total number of initial Unemployment Insurance claims, etc.
- **2%** of requests required more in depth analysis. This type of requests is research analysis with extensive data analysis and suggestion for potential policy implications.
- **Example:** Unemployment Insurance Profiling model, UI trust fund solvency impact, etc.

VI. New Tools and Resources

Other than the new reports and publications listed in Section (iii) of this report, OLMRI did not create additional new tools and resources in PY 2016.

VII. Efforts to Create and Support Partnerships and Collaborations

As described in Sections (iii) and (v), DOES OLMRI established and continued partnerships and collaborations with the Executive Office of the Mayor (EOM), Office of the Deputy Mayor for Greater Economic Opportunity (DMGEO), Office of the Deputy Mayor for Planning and Economic Development (DMPED), DC Workforce Investment Council (WIC), Office of Unemployment Compensation (DOES - OUC), District of Columbia Public Schools (DCPS), Office of Planning (DC OP), Office of the Chief Financial Officer (OCFO), Office of Information Technology (OIT), Georgetown and Golden Triangle Business Improvement Districts, Federal Reserve Bank of Boston, DC Fiscal Policy Institute, and Economic Growth DC.

VIII. Activities to Leverage LMI-WI funding

1. For the District's Office of the Chief Financial Officer (OCFO), OLMRI provided data and analysis to assist with the development of the District's Comprehensive Annual Financial Report (CAFR).
2. At the request of the District of Columbia Public Schools (DCPS), OLMRI provided occupational projections and wage data for the Washington Metropolitan Statistical Area (MSA) for selected occupations of interest, in order to inform the school system's curriculum development and career planning efforts with reliable and relevant labor market information.
3. OLMRI provided requested labor market information to the Office of the Deputy Mayor for Planning and Economic Development in order to satisfy Target Employment Area (TEA) designations under the Immigration and Nationality Act and U.S. Citizenship and Immigration Service EB-5 Immigrant Visa Program.
4. OLMRI provided data and conducted analyses for the DOES Workforce Development Bureau in order to meet planning and reporting requirements for the Senior Community Services Employment Program (SCSEP) and the Jobs for Veterans State Grant (JVSG) programs.
5. OLMRI provided data and conducted analyses for the DOES Workforce Development First Source Office in order to ensure that first source law enforcement.
6. OLMRI provided an onsite presentation to the District of Columbia Workforce Investment Council on high demand occupations and sectors.

IX. Recommendations to ETA for Changes and Improvements to WIGS Requirements

The District of Columbia workforce system benefits significantly from funding provided by ETA through the WIGS. However, the District believes that the WIGS could enhance its impact on the public workforce system by improving alignment with WIOA Youth programming, and bolstering coordination with the One-Stop network. ETA could therefore improve the WIGS requirements by explicitly incorporating the provision of direct support and resources to the wider workforce system.



DEPARTMENT OF EMPLOYMENT SERVICES